

Leadership Excellence and Gender in Organizations

The influence of hierarchical organizational culture, organizational environment, and women's experience on work-family enrichment in South Korea

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The purpose of this study is to examine the relationships among hierarchical organizational culture, organizational support, sexual harassment, personal burden, burden experienced as women (women's burden), and work-family enrichment in the Korean context. A total of 196 responses from female employees in for-profit organizations in South Korea were analyzed by employing the structural equation modeling (SEM) method. The findings indicated that hierarchical organizational culture negatively influenced organizational support and positively affected sexual harassment. In addition, organizational support had a negative influence on personal burden and women's burden; likewise, sexual harassment had a positive influence on both types of burden. Finally, personal burden was negatively related to work-family enrichment, while women's burden positively affected work-family enrichment. Discussion, implications, and recommendations are elaborated.

Keywords: Hierarchical organizational culture, organizational support, sexual harassment, personal burden, women's burden, work-family enrichment